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AMERICAN FEDERATION OF LABOR

WEEKLY NEWS LETTER

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Every friend of immigration restriction should immediately request their two Senators to insist on the Burnett Immigration bill being voted on at this session of Congress.

WORKERS CAN SECURE THE EIGHT-HOUR WORK DAY IF THEY UNITE

Elsewhere is printed in this issue an appeal to workers in the iron and steel industry to unite and secure the eight-hour day.

This appeal by the American Federation of Labor applies with equal force to every other toiler yet denied shorter hours.

Trade union agitation for an eight-hour day has filtered into every element of society. In theory it is even accepted by many long-hour employers. They will not apply it, however, until compelled to do so by the organized power of their workers. This is the history of the trade union movement.

The United States Public Health Service, in its recent bulletin No. 76, says:

"In spite of this tendency (reduction of hours) a very large proportion of wage workers are working 60 or more hours per week and many without a 'one-rest-in-seven.'"

The anthracite miners have just secured the shorter work day. Their long dream has been realized because they are organized.

Granite cutters announced this month that they have secured a universal eight-hour day five days in the week and four hours on Saturdays. They are organized.

Employes in the railroad freight service of this country are now negotiating an eight-hour day with railroad managers. These workers are organized.

Building craftsmen, large numbers of metal workers, the printing trades, together with many other industries and callings are working under the eight-hour system. They are organized.

These include skilled and unskilled—men who carry mortar and shovel dirt and men possessing technical knowledge and trained minds.

The employer does not consider an eight-hour demand from the standpoint of skill. The question that interests him is, "Are these workers organized?" And he shapes his policy according to the strength, unity and determination of the union.

There are hundreds of thousands of workers who labor long hours. They are unorganized. They are not only employed in the iron and steel industry, but in the slaughtering plants, cotton mills, hosiery and knit goods, wood working mills, lumber and leather industries, ship yards, among the coke ovens and in transportation and manufacturing of all kinds.

To these the American Federation of Labor makes appeal. Regardless of skill, sex, nationality, color or creed, if they unite under the banner of the one fide trade union movement the power of organized labor is behind them in their effort to better working conditions.

Knowledge of the benefits of eight hours is of no value unless it is made effective through the driving power of trade unionism and the enthusiasm that unity generates.

The eight-hour day, so common among trade unionists, was not a bestowal or favor by employers. It was taken by these workers. They organized, and by the irresistible power of united action shortened their work day, lengthened their lives and brought sunshine and cheer to countless homes.

An eight-hour day is not for the timid. It is only possible where men dare act in concert against a drudgery and toil that makes impossible opportunities for home life, development and recreation.

When workers secure the eight-hour day they have time to acquire knowledge and perfect solidarity with their fellows. This is followed by a consciousness of power, by a faith in themselves, by visions of greater things within their grasp if they but unitedly reach for them.

They abandon age-long theories of a workers' "worth" and stand erect in their new-found power and might to take their place as citizens and men.

It is this discovery, through trade unionism, that selfish employers fear. Because trade unionism smashes forever the belief that workers must depend on others, organized labor is resisted as is no other institution. Every force at the command of these employers is arrayed against it, for they are well aware that once their employes are organized, they begin to think and quickly enlist in the fight trade unionism is waging against all forms of oppression.

The American Federation of Labor appeals to the unorganized to join with it for the universal eight-hour day.

The doors of the trade union movement swing outward to every wage worker, regardless of skill or occupation, sex, political affiliation, color, creed, or race. All are invited to enlist under the banner of this great humanizing institution that stands as a bulwark against oppression and wrong.

Wage workers, Organize! Agitate!

AGREEMENT RATIFIED BY HARD COAL MINERS

Pottsville, Pa., May 13.—A convention of miners, representing the three anthracite districts, has ratified the agreement recently accepted by their scale committee and operators in New York. Wages are increased and the eight-hour day is secured.

There was prolonged applause when the officers were authorized to sign the agreement, which is retroactive, dating from the time the old contract expired.

The agreement marks an advance step by these workers. They have not only reduced working hours and increased wages, but through their solidity have forced the operators to recognize them for the first time, and the agreement will be signed by President White and his associate officers of the United Mine Workers' union. In this phase of the controversy, President White said:

"The miners have given the country a striking demonstration that the just demands of wage earners for improved wages and conditions can be won without strife when the men act together through a strong and responsible organization. Such an organization the United Mine Workers of America is now recognized as being by this group of financial interests, which only a few years ago treated it with scant respect."

LIMITS POWER OF GUARDS.

New York, May 13.—Continued agitation by trade unionists against strike guards has resulted in Police Commissioner Woods confining his guards to these private policemen. In a letter to President Schlesinger of the International Ladies' Garment Workers' union the police official says:

"You ask me to define the status of the private guard under the law. I have been advised by the corporation counsel that private guards or detectives or watchmen employed in times of lockout or strikes have no more power under the law than private citizens have. It must be remembered, however, that a private person has the power of arrest for any crime, felony, or misdemeanor committed or attempted in his presence, and also has the power to arrest any one who has committed a felony, even though not in his presence. Such guards have no power to carry firearms unless they have a permit from competent authority."

GAINS BY STREET CAR MEN.

Pittsburg, Pa., May 13.—Motormen and conductors employed by the Pittsburg Railways company have raised wages as a result of a two days' strike. The new rates are for six additional cents an hour; old rate, 23 1-2 cents. Second six months, 29 cents; old rate, 25 cents. Second year, 31 cents; old rate, 25 1-2 cents. Third year, 33 cents; old rate, 26 cents. Fourth year, 34 cents; old rate, 26 1-2 cents. After fourth year, 35 cents; old rate, 30 cents.

Cleveland, May 13.—Street car men have accepted the compromise wage offer of the Cleveland Railway company. Wages are increased 2 cents an hour this year and 1 cent an hour next year.

Galesburg, Ill., May 13.—The McKinley lines has signed a "closed shop" agreement with the Street Car Men's union. Wages are raised 2 cents an hour for the first year and an additional 2 cents an hour each for the other two years.

OPPOSE INJUNCTIONS.

Chicago, May 13.—Officers of the state federation of labor have arranged for an anti-injunction conference of Illinois trade unionists, to be held in this city May 25, which will be attended by President Gompers. Plans are being made to start a systematic publicity campaign to point out the need for remedial legislation by the state legislature. Unionists declare that:

"Court rulings in Illinois, particularly in injunction proceedings, have been such as to jeopardize the very existence of our movement in this state. Organized labor has practically been denied the exercise of their fundamental rights as citizens. The precedents established by the Illinois courts in this respect are even more vicious and dangerous than those which governed the Dubuque cases prior to the passage of the Clayton act."

ELEVATOR STARTERS GAIN.

Chicago, May 13.—J. L. Kesner company has signed an agreement with the Elevator Starters' union, a new union, affiliated to the A. F. of L., and for the first time in the history of Chicago every office building is covered by an agreement with this union for a term of three years.

The agreement increases wages in sums ranging from $7.50 to $17.50 per month, provides for eight-hour work and one-half for Sunday and holiday work and establishes a minimum wage rate of $65 a month. Wages are based on a 307-day year.

EIGHT HOURS FOR COOPERS.

Albany, N. Y., May 13.—After an existence of over half a century, Coopers' union No. 7 has secured its first signed agreement with breweries. Beginning with the first of the month all coopers employed in Albany, Troy, Schenectady, Cohoes, Amsterdam, Hudson and other Hudson valley breweries north to Glen Falls will hereafter receive $23 for a 48-hour week, as a result of a signed agreement between the unions and the Hudson Valley Brewers' association.

EFFICIENCY SCHEMES MUST CONSIDER MEN

Washington, May 13.—"Taylor system" sharks and other so-called "efficiency engineers" will be restrained in the following editorial expression by the Washington Post, under the caption "Too Much Efficiency":

"From a bird's-eye order of mind the idea of getting a little more out of a given situation than any one else can get from it appeals with irresistible attraction. With these, the enthusiasm of a new method of efficiency means that the world has ceased to muddle through and has begun some real progress.

"While inclined to give due credit to the efficiency workers for their achievements, it is felt that the line should be drawn somewhere. Both common sense and healthy sentiment join in protest against the latest efforts in this respect, which involve the production of two eggs a day from a single hen. This is brought about by a very simple expedient. The confiding biddy is placed in a darkened room, fitted up with electrical dinguses, which convey the illusion of a double day and night period within a single twenty-four hours. The outcome is that a hen, all unconscious of the deception, lays her regular egg a day, as she thinks, whereas the brutal taskmaster gathers in a pair with no compunctions of conscience, so far as can be ascertained. On the contrary, the account of the affair implies that he rather boasts of it.

"Somehow, we instinctively recognize that it won't do. For a while perhaps there will be an actual gain. But the temporary increment cannot mean other than eventual loss. One can readily prophesy an early brand-new crop of ailments by the electrical method that will pale its effectual yolk when peered at through the hen's translucent shell. Everybody will be later dallied with by the men folk at the breakfast table. Besides, it means no real progress. The substance of albumen and lime and protein and phosphorus must come from somewhere, at definite cost. Why not put two hens on the job?

"And while the plea is being made for them, why not let the general principles involved apply to humanity as well? The real problem of society today is not the part of the last wage-worker who is able effort out of a given individual as to how to provide that worker with more and also how to get the most out of each one who has acquired a felony, even though not in his presence. Such guards have no power to carry firearms unless they have a permit from competent authority."

EIGHT-HOUR STRIKERS ARE STANDING FIRM

Pittsburg, Pa., May 12.—The thousands of eight-hour strikers in this district are standing firm in their demands for better working conditions, despite every effort to break their ranks by strike thugs, and by advertisements in their newspapers. In advertisements published by the Employers' Association of Pittsburg one of the strikers are assured that the shorter workday "is not for the best interests of the employe or the employer," and that "it would be a terrible blow to Pittsburg prosperity if we curtail production."

Another organization, styling itself "The Square Deal association," announces, in large advertisements, that 90 per cent of the strikers want to return to work, that they have no grievance, but they are kept in subjection through the remaining 10 per cent. "This Square Deal association," the public is told, "consists of citizens who are determined to protect their rights. For obvious reasons we will not disclose their names."

The United States Steel Corporation is using its power in a relentless manner. Scores of these unorganized workers are being held without bail on the charge of inciting to riot and being accessory to murder as a result of the killing and wounding of strikers May 2. The guards were fired into, shots are still employed at the Edgar Thompson steel plant.

The mere charge that a striker "incited to riot" in sufficient cause to hold him without bail. In this class of incitement is placed appeals to workers not to return to work, and a refusal to obey conditions under which these employes are compelled to labor. The killing and wounding of strikers May 2. The guards were fired into, shots are still employed at the Edgar Thompson steel plant.

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Political influences are also shown against organized strikers.

STOP COMPENSATION CUTS.

Philadelphia, May 13.—Referee Scott of the state compensation board has ruled that payments for the last waiting week in profit-sharing fund and receives benefits for injuries received the workmens compensation law, no portion of this money shall be deducted and placed in the fund.

The profit-sharing fund raised by the insurance adjusters for the Ford Motor company of this city was that under a plan in effect among all employes of that concern they paid $2 a week into the profit-sharing fund for two weeks or any accident benefits they might draw. The adjusters allowed an injured worker $10 for the first two weeks he was hurt, then cut him to $8 under their decision that the balance should go into the fund, and extinguished a claim conflicted with the compensation law. The decision applies to all similar profit-sharing or bonus agreements.

TEACHERS CHARTERED.

Washington, May 12.—The American Federation of Labor has issued a charter to the Lincoln American Federation Teachers. Charles H. Stillman is president and Margaret Snodgrass is corresponding secretary. Their address is at 316 West Washington street, Chicago.

ASBESTOS WORKERS ADVANCE.

Cincinnati, May 12.—The Asbestos Workers' union has signed a three years' agreement with employers at new rates are: First year, 55 cents an hour; second year, 57 1-2 cents; third year, 60 cents.

"SETTLEMENT WORK" NO PART OF UNIONISM

—A. F. OF L. SECRETARY MORRISON

Washington, May 13.—In reply to a query by a local newspaper "What is a satisfactory wage," A. F. of L. Secretary Frank Morrison said:

"A satisfactory wage is something more than a weapon to keep the wolf from the door; a compensation which a man can disburse himself, and make both ends meet without his rich employer's social settlement workers coming to him and attempt to teach him how to keep body and soul together on what he receives. Social settlement work is all right in its place. But it has no more place in the life of the workingman than in the life of any other man. Organized labor says to the capitalist: 'Keep your social workers. Give us an eight hour day and a satisfactory wage and your social workers will not be necessary.'

"Give us proper wages, and we will conduct our homes and our lives in such a way that we will not have to be instructed as to how much we shall spend for rent, food, clothing, clothes, amusements, magazines, and penny newspapers."

No man wants to be dictated to as to what he shall spend his money for, when he shall eat, what he shall wear, he shall buy, or when he shall buy it; what he shall read, or where he shall go."

VACATIONS FOR BANK EMPLOYES.

Washington, May 13.—Comptroller of the Currency Williams has requested national banks to furnish information as to the number of employes who have not had vacations in a period of five years preceding the date of each call. The national bank supervisor favors such vacations "because most men are physically and mentally in shape to perform their duties much efficiently when they have the benefit of a yearly vacation and because of other obvious advantages. Including the better opportunity of having an impartial check made of books and accounts of all employes while on vacation and also the training given understudies and assistants."

TEXAS UNIONISTS CONFER.

Houston, Tex., May 13.—At the convention of the state federation of labor the following preferential legislative measures were adopted: Correction of the workmen's compensation act, a law creating a commission to establish a minimum wage for women, a model labor law, free inspection to be maintained, constitutional amendment abolishing poll tax, a free text book law for Texas school children. Edward Cunningham, Bridgeport, was elected president, and George H. Slater, Galveston, secretary-treasurer. Fort Worth was selected as next year's convention city.

MACHINISTS WIN STRIKE.

East Chicago, Ind., May 12.—A change of management by the Edwards Valve and Manufacturing company has resulted in a settlement of the machinists' strike at that plant. Wages are increased 15 per cent and shorter workday provisions are agreed to. The new manager has promised to recommend constitutional amendment abolishing poll tax, a free text book law for Texas school children. Edward Cunningham, Bridgeport, was elected president, and George H. Slater, Galveston, secretary-treasurer. Fort Worth was selected as next year's convention city.

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TRADE UNION METHODS EFFECTIVE IN CANADA

Toronto, Ontario, May 12.—The government has appointed a commission to investigate conditions in Canada's war munitions factories in this city.

This announcement is of especial interest to Toronto trade unionists, who declare that the government was forced to take this action because it feared organized labor's power.

Trade unionists have been protesting against conditions in these plants for several months. Recently the government issued an order that all shops manufacturing war munitions or supplies would hereafter be placed under the Canadian industrial disputes investigating act, passed in 1907, and which applies to public utilities. Under this law it is illegal for public utilities employes to strike before the government is given opportunity to investigate.

When the private plants, now working on war supplies, were placed under this act, trade unionists protested. The machinists were especially vehement against the order and notified the government that if conditions were not improved within 30 days they would tie up every plant in the city.

On receipt of this notice the government appointed a commission, with a representative of the Machinists' union on it, to investigate.

The Industrial Banner makes this comment on the incident:

"Whatever the results of this commission may be the fact is clear that it was only because they were well organized and in a position to enforce their demands in Toronto that the machinists received any consideration whatever. There is no credit coming to the government for the appointment of the commission, and labor men are of the unanimous opinion that it would never have come to pass if the union was not in a position to make its influence felt.

"Here's about a be object lesson to all workers. Labor today can only secure consideration for its demands when backed by drastic measures, if it sees fit—just recognition of its rights. If there had been the opportunity of having an impartial check made of books and accounts of all employes while on munition work after the trouble was given understudies and assistants."

EXPORT RECORDS BROKEN.

Washington, May 13.—All export records were broken by the United States during March, and the department of commerce officials predict that at the end of the fiscal year this country will have a trade balance of $2,000,000,000 in its favor. Statistics show March exports totaled at $410,000,000, which is double the March average for the last five years.

STRIKE FEAR RAISE WAGES.

Perth Amboy, N. J., May 12.—Over 4,000 employes of large industrial concerns in this city have had their wages raised, "voluntarily," by the managers of these plants assure the public that strike sentiment had nothing to do with the increases, but it is believed that the walkout of 1,600 employes of the Standard Underground cable works was a factor in the decision.

MONTREAL TAILORS AWAKE.

Montreal, Quebec, May 12.—The Journeymen Tailors' union has signed contracts with a dozen firms. Wages are increased in some cases 30 and 40 per cent.

STATE BOARD RULING OPPOSED BY UNIONS

Worcester, Mass., May 13.—The state board of conciliation and arbitration has issued a proclamation declaring that the Crompton & Knowles loom works, whose employes have been on strike for an eight-hour day and wage increase since last October.

The state law provides that where a strike exists the employer must state this fact when advertising for employes. An amendment to this law, however, provides that:

"The provisions of this act shall cease to be operative when the state board of conciliation and arbitration shall determine that the business of the employer, in respect to which the strike or lockout labor troubles occurred, is being carried on in the normal and usual manner and to the usual and normal extent. Said board shall determine this question as soon as may be, upon the application of the employer."

Under this amendment the state board rules that the Crompton & Knowles concern has resumed its normal conditions and the law relative to advertising for employes does not apply. The strikers deny that the plant is operating under normal conditions and protest against the board's action. They say this statute was intended to be of service to workers in their effort to improve conditions, but it has lost its force under present rulings which are made without conference with the men on strike. The Worcester Labor News says the decision practically declares the strike off, as far as the state is concerned.

Armed with its "certificate of normalcy" the Crompton & Knowles management can now point to this state document in its denial of the workers' claim that the strike exists. It is the only one in this plant, but that a strike really exists.

UNIONISM BEST INVESTMENT.

Washington, May 12.—Trade unionism pays greater dividends than any stock ever issued, it was the claim that was made by Arthur E. Holder, member of Machinists' lodge No. 174 and legislative representative of the A. F. of L., in an address to the machinists last week. The average wage paid to the navy yard machinists allowed an injury first class machinists in the navy yard was $3.04 a day. In 1915 this was increased $3.64, an increase of 60 cents per day. Deducting annual dues of $12 the increase per year is $262, or a yield of 2,625 per cent on a $12 investment.

Second, third and fourth class navy yard machinists have made proportionate gains, as have special rate tool makers and machinists employed in the bureau of engraving and printing.

The law governing wage increases of these workers provides that wages shall be "the prevailing rates." This necessitates constant agitation and vigilance.

EXPOSE "OPEN SHOP" PRETENSE.

Worcester, Mass., May 13.—In a public statement building trade unionists answer the claim of employers that if they concede the union shop "it would mean that we would lose control of our business." The unionists reply:

"What control have they to lose to organized labor, or anybody or anything else, when they agree in conference that Metal Trades concerns employing them in construction work will not permit them to employ workmen of unfair men?"

In answer to the employers' claim that they do not favor the sympathetic strike the workers say:

"Of course not, but they can, and do, secure the active action by all employers in the crusade being waged against organized labor under the benevolent leadership of the Metal Trades association."

LONGSHOREMEN GAIN.

New York, May 12.—The International Mercantile Marine company has signed a contract with the International Longshoremen's association by which wages of 1,000 longshoremen are raised to 60 cents an hour for day work, 80 cents for night work and 80 cents for Sunday and holiday work. These employes secured an increase a short time ago but the company's financial reports encouraged them to make another demand. The last report of the company estimates the earnings for the first quarter of 1916 current year to be $13,724,765, an increase of $7,413,572 over the corresponding quarter of 1915.

RAPS STATISTICAL WORK.

Columbus, Ohio, May 13.—State Superintendent of Public Instruction Pearson is opposed to too much ado about research work and favors more statistical work by teachers.

"It is far better to be a maker of statistics than a mere gatherer of statistics," he says. "Indeed, this whole matter of statistics is incidental to the big work of teaching. It is one thing to be a technician and quite another to be a leader and a teacher. Only the best men to the schools will come when we exalt the teacher and the teaching to the highest degree and not the machinery to the last degree of simplicity."

RAILROADS NAME COMMITTEES.

Chicago, May 12.—Railroad managers have named their conference committee who will meet representatives of the four railroad brotherhoods in New York, June 1, to discuss the eight-hour demand of freight service employes. The managers' committee will consist of 17 members, including six representatives from the western railroads, six from the eastern and five from the southeastern.

SHORTER HOUR TRIUMPH BY GRANITE CUTTERS

Quincy, Mass., May 13.—The Granite Cutters' International association has won a quarter century fight for an eight-hour day, a minimum wage of $4 and four hours on Saturday and no.

The latest report by International President Duncan, of that organization, announces that agreements have been secured in the following localities:

One year—Denver, Col.; Springfield, Ill.; Washington, D. C.; Havana, Ill.; Kingston, N. Y.; Newark, N. J.; Olean, N. Y.; Rochester, N. Y.

Three years—Holyoke, Mass.; Lexington, Ky.; Manchester, N. H.; New London, Conn.; Pittsburg, Pa.; Peekskill, N. Y.; Raleigh and Wilmington, N. C.

Four years—Concord, N. H.; Detroit, Mich.

Five years—Stone Mountain, Ga.; Atlanta, Ga.; Cape Ann, Mass.; Pitchburg, Mass.; Keene, N. H.; Lithonia, Ga.; New Orleans, La.; Sparta, Ga.; Quincy, Mass. (goldsboro); Quincy, Mass. (pool cellers); Stony Creek, Conn.; Waterford, Conn.; West Chelmsford, Mass.

Richmond, Va., party.

All of the above call for wage increases of 25 cents a day bringing the minimum rate to $4, with a 44-hour week week, time and one-half for any ordinary time worked and double time for Saturday afternoons, Sundays and the established holidays.

Added to the traditions of trade unionism, this splendid progress has had the following effect on the granite cutters, according to International President Duncan:

"This leads us on a breathing space to our economic development, and our aspirations and hopes for the future are as bright as the morning sunbeams and we are better equipped to commune at the altar of labor having day dreams and Washington and Lincoln ideals, working out plans for this general round-up."

CARPENTERS RAISE WAGES.

Indianapolis, May 12.—During the past week 1,500 men "working" wage increases and other gains have been reported to General Secretary Frank Duffy, of the Brotherhood of Carpenters, by locals of that organization:

Ridgway, Pa.—Nine hours per day reduced from nine to eight; wages unchanged.

Stamford, Conn.—Wages increased from $4 to $4.50 a day.

Plymouth, N. H.—From 40 to 42 1-2 cents an hour.

Niagara Falls, Ontario—From 45 to 50 cents an hour.

Nyack, N. Y.—From $3.60 to $4 a day.

Rockford, Ill.—Two years' agreement; 45 cents this year; 47 1-2 cents, second year; 50 cents, third year.

Hamilton, N. Y.—From $3 to $3.25 per millmen.

Wilmington, Del.—From 40 to 45 cents an hour.

Huntington, N. Y.—From 45 to 50 cents an hour; Saturday half-holiday.

Glen Cove, N. Y.—From $4 to $4.50 per day.

Montclair and the Oranges, N. J.—From 40 to 45-1-4 cents an hour; three-years' agreement.

Fall River, Mass.—Two-years' agreement; 43 cents, first year; 50 cents, second year.

Elizabeth, N. J.—From $4 to $4.50 per day.

New York City—Twenty-five cents increase, July 1, 25 cents December 1, 25 cents December 1.

Council Bluffs, Iowa—Most employers have signed agreement; no trouble anticipated.

Harrisburg, Pa., May 12.—The Carpenters' union has established its new wage rate of 40 cents an hour. An eight-hour day, with Saturday half-holiday, is agreed to. Time will be charged while waiting for pay after noon of the regular pay day and contractors are to pay carfare beyond the city's 5-cent limit.

Hamilton, Ontario, May 12.—The Carpenters' union has signed a three years' agreement with the Builders' Exchange, which provides for the union shop, an eight-hour day and $4 per day. Wages are increased to 42 1-2 cents an hour; for the second year, 45 cents; third year, 50 cents.

GOVERNOR FAVORS UNIONISM.

Houston, Texas, May 12.—In his address to the convention of the state federation of labor Governor Ferguson referred to the statement made by him at Dallas, last Labor day:

"I beseech and plead with every laboring man to join some labor union. Any union and let the union have the benefit of his counsel and help. If he has more than the union needs, then the union will need the benefit of his counsel and help. Should he be a man of ability he should have less ability than the average man he had better get in and let the union take care of him."

WANT PREVAILING RATE.

San Francisco, May 13.—Machinists employed at the Mare island navy yard are demanding wages equal to the prevailing rate in the city. Private shipbuilding yards are paying a minimum wage of $4 a day while $4.50 is the rule in many shops. There are 1,200 machinists employed at the yard earning $3.68 a day; with only 60 per cent receiving the maximum wage.

TEACHERS FORM UNION.

Washington, May 12.—High school teachers in this city have organized a union and will affiliate to the local trade and central bodies.

It is stated that nearly one-half of the 350 high school teachers in this city have already joined the union.

Trade Unionists Are Reminded of the Hatters' Plight

Washington, May 13.—In a circular issued "To all international and national unions and their local unions; to all state and city central bodies and to all local unions," the executive council of the American Federation of Labor makes this self-explanatory statement:

"On December 18, 1915, a circular letter was issued to you asking you to give the wages of an hour of your labor on Hatters' day, January 27, 1916, to the assistance of the hatters of Danbury, Conn., who found themselves in a serious plight as the consequence of their historic service in the struggle for industrial freedom.

"On January 28 and several days succeeding, the newspapers spread broadcast exaggerated statements of the amounts that had been contributed by the members of organized labor. The result of this misinformation was to create the impression that more than enough money had been contributed to relieve the Danbury hatters from any loss that they might suffer from the threefold damages fixed by the courts and the cost of the litigation. Whether or not this misinformation disseminated by the anti-labor press under the state compensation law, that unless they meet their legal payments promptly and without quibbling the state workmen's compensation board will revoke their right to self-insurance.

GIVES CREDIT TO UNIONS.

New York, May 13.—In last week's issue of the Iron Age, that paper paid this unconscious tribute to the power of trade unionism:

"Iron and steel manufacturers were foreshadowed in advancing wages and the May outbreaks have affected them less than was feared."

now to make their contributions to the hatters' cause.

"Unless something is done, upon the Danbury hatters in their old age must fall great suffering and the loss of their homes as a result of an effort to establish principles that are of fundamental importance to all of the workers of this country. All workers who did not contribute on January 27, 1916, are earnestly requested to contribute the wages of an hour's labor on Thursday, June 15, 1916. No one can calculate the influence of the hatters' case in establishing for all time the remedial constructive legislation contained in the labor sections of the Clayton anti-trust act. These sections establish, so far as the jurisdiction of federal courts is concerned, an opportunity for freedom for all of the workers of this country.

"The principles contained in this federal law are a precedent that opens up the way for the enactment of state legislation for the same purpose. Those who have contributed and feel that they would like to do something more to prevent distress falling upon the Danbury Hatters, may have this additional opportunity to help in this cause. Let me urge that this matter be taken up at the next meeting of your organization and that every member of your organization do his full duty to the cause.

"Pay the hour's wages to the secretary of your union, who will transmit the same to Frank Morrison, Secretary, American Federation of Labor, Ouray building, Washington, D. C. The officers and members of the great rank and file are all urged to promptly give this appeal their earnest, favorable and sympathetic consideration and action."

Aims, Purposes, Declarations of American Federation of Labor

From the inception of the American Federation of Labor it has taken the stand that while industrial agreements between trade unions and all be left entirely free to govern themselves within their own borders, yet between the members of all these unions there should be a bond as great as between the members of the same organization, and it is the aim of the A. F. of L. to strengthen the bonds of fraternal unity and by education and inculcation of the feeling and consciousness of unity of interest and solidarity to place the labor movement upon a higher and more effective plane. It aims to organize the yet unorganized workers, the skilled and the unskilled, the permanently located and the migratory.

The A. F. of L. holds that whatever a man may be so long as he works honestly and seeks to wrong no other man or to advantage himself at the cost of another, and seeks to maintain this standard regardless of how any toilers may happen to be employed, he is a man. Though the A. F. of L. does not advocate strikes, yet it encourages them when all other means to obtain justice for the toilers have failed. It urges that the workers when struck, strike back as best they can. Though strikes do not always win, even those alleged to be lost at least induce employers to forbear in the future and teach them a lesson they do not readily forget; namely, that Labor is the most important factor of production and entitled to a voice in the question of wages, hours, and conditions under which work shall be performed.

The A. F. of L. regards as the most potent factor in all our country in defense of the right of free assemblage, free speech, and free press. It endeavors, to unite all classes of wage earners under one head through their several organizations with the purpose in view that class, race, creed, political, and trade prejudices may be abolished and that mutual sympathy and support may be given to all. It aims to allow in the light of experience the utmost liberty of each organization in the conduct of its own affairs consistent with the generally understood practice of the identity and solidarity of Labor.

The A. F. of L. establishes intercommunication; creates agitation and educates not only the workers but the educators. It is in direct correspondence at conferences with the representative workers and thinkers the world over. It urges the interests of the toilers in Congress, state legislatures, municipal legislative bodies, administrative offices, and judicial agencies. It initiates measures in the name of Labor and liberty, and decides upon acts according as they benefit or are inimical to the injure the masses of the people. It has secured vast relief from burdensome laws and governmental officials. It seeks and will achieve freedom and justice for all. It encourages and has largely achieved the peaceful change of ideas, ideals, and methods. It seeks to cultivate mutual interest, and to secure united action to announce to the world the wrongs and burdens which the toilers have too long endured. It voices the aims and hopes of the toiling masses. It asks and obtains the federation of the organizations, co-operation and affiliation of all wageworkers who believe in the principle of unity, and that there is something better in life than long hours, low wages, and unemployment in all its hideous forms.

The A. F. of L. endorses as basic these economic principles: That no trade or calling can long maintain wages, hours, and conditions above the common level; that to maintain high wages all trades and callings must be organized; that the lack of organization among the unskilled vitally affects the skilled, whether organized or unorganized; that generally organization of skilled and unskilled workers can be accomplished only by united action and co-operation; that the higher the skill required the greater demands the necessity for the union of individuals and that logic implies a union of unions—federation.

The A. F. of L. urges the concentration of efforts to organize all the workers within the trades of the organized, fair and open contest for the different views which may be entertained upon measures proposed to move the grand army of labor onward and forward. In no organization on earth is there such latitude, such scope, so great a forum as exists within the ranks of the A. F. of L. and nowhere is there such a fair opportunity afforded for the advocacy of a new or brighter thought. The A. F. of L. affirms as one of the cardinal principles of the trade union movement that the working people must organize, unite, and federate, irrespective of creed, color, sex, nationality or politics. In the language of the late William E. Gladstone, "trade unions are the bulwarks of modern democracy."

The A. F. of L. stands unalterably for the abolition of all forms of involuntary servitude and devotes its time and efforts to make every day a day of a better life.

The trade union movement fosters education and uproots ignorance; shortens hours and lengthens life; raises wages and lowers usury; increases independence and decreases dependence; develops manhood and hulks forms of discontentment; sclebrates the holidays of life; encourages liberality and reduces prejudice; creates rights and abolishes wrongs; lightens toil and brightens man; makes the workers' workshop safe and brighter; cheers the home and fireside and makes the world better.

"The labor power of a human being is not a commodity or article of commerce." Act of Congress, October 15, 1914.

SECESSION CANNOT BE JUSTIFIED

Secession and the establishment of dual organization in any trade, craft or calling can in no way be identified in the labor movement than the seceding of states from the Union and the attempt to establish dual government which brought on the civil war more than a half century ago.

Say that secession is right under certain circumstances in the trade union movement and we at once invite and encourage dual organization, the most destructive power the opposition has yet found to weaken the forces of labor.

Through the minority of the workers lies their hope for justice. To divide the forces of labor and set one against the other is destroy the very spirit of organization, and this is precisely what secession and dual organization in the labor movement means about.

To grant secession to be right because of certain conditions existing in the trade union is to open the way for the enemies of organized labor to influence the dissatisfied, the disgruntled and the ambitious to start rump organizations and defeat the purpose of our movement.

If we would protect our organizations we must adhere to the policy that under no circumstances will secession in the trade union movement is treading on dangerous ground.—Chicago Union Leader.

If the officers of a trade union refuse to carry out its laws and pervert the purposes of the organization there is ample recourse within the union to correct this condition. To withdraw from the trade union is the effective check against such evils. Where members are alert to their duties nothing of the sort of evils can long cannot, continue. The corrective processes must operate from within and not from without.

Grant the right of secession from a trade union for any cause and you have opened the way for the destruction of the union for any cause. Once let down the bars and you encourage disunity, invite division and place your unions on the road to disintegration.

Secession and dual organization is subversive of the fundamental purpose of the labor movement. Happily the American Federation of Labor has taken its stand against it and refuses to recognize secessionists in any way.

Just as the preservation and power of our national government precludes secession and demands the union of the states, so the preservation and power of the labor movement depends upon the union of its forces.

Secession means division. "A house divided against itself must fall." Any attempt to justify secession in the trade union movement is treading on dangerous ground.—Chicago Union Leader.

THE SWEAT SHOP

The sweat shop saps the vitality of the humblest worker in the industries; it deprives him of fresh air and sunlight; it is a breeding-place of contagious disease. The white plague, known as tuberculosis, flourishes in these dens of iniquity.

The sweat shop reduces the worker to a condition of servitude, and robs him of the last vestige of independence. It means long hours and low wages, combined with poor sanitary conditions; it is a species of wage slavery based on industrial injustice.

The sweat shop robs childhood of sunshine and the playground; it retards the mental and physical development of the children. It is a national disgrace and a reproach on modern civilization.

The sweat shop wears down womanhood early in the morning and ends late in the evening; there is no limit between. It is a veritable grind engulfed in a helpless and hopeless industrial abyss.

The trade union movement of constructive duty to perform. The wage slaves toiling in the sweat shops of the country look to the trade unions from the inferno in which their spirits are crushed, their health sacrificed. The lowest paid and hardest-treated workers in the social scale are entitled to full consideration. It is of equal importance to the general welfare to wipe out sweat shop workers from destruction and raise their wages as it is to raise the wages of the best paid workers.

In the state of New York, where the sweating system is most prominent, there is growing constantly, the adverse decisions of the courts in past years have outlined legislation testing and limiting this growing evil. Nothing short of a constitutional amendment by the legislature will be adequate to the occasion to be able to prevent the continuation and extension of these dens of infamy and degradation. —Clearmakers' Journal.

ENVY

Envy is about the most silly and useless of all the vices. The envious person is the most miserable of all human beings. He nourishes vipers which sting and devour him, is the enemy of all and inflicts mortal wounds on charity, our truest nature, which produces only that which is good, and grace which cannot fail in concert or ally itself with any evil.—Ex.

LET WORKERS CONTROL THEIR OWN AFFAIRS

Let the workers keep in their own hands and under their immediate control regulation of matters that vitally affect industrial welfare. Organization of workers aware of their own interests and alert to further that which promotes their own welfare are more capable of seizing upon wider opportunities and better things than any outside agents to whom they reluctantly can be induced to lend. The way to industrial betterment and progress and freedom lies in our own hands. The workers should agitate, organize—President Gompers.

MORE UNIONISM; LESS LAWS.

The editor of a western labor paper recently said that President Gompers was a fool if he did not realize the danger of appealing on legislation for things that organized labor should get by its own power, and that the workers should be shown his warnings were well grounded. There is a lot of opportunism in this position in this statement. The more lawmakers are encouraged to interfere between employer and employe, the more binding restrictions the laws are apt to become, the more liberty will be restricted, the more vexing and humiliating will be the red tape to get relief or support, and the less able wage earners will be to work out their own salvation by their own way, through their own organizations. If wage earners are loyal to each other, and their local unions, they will not need to call upon the outsiders so often for assistance, which is often of a doubtful nature.—Oklahoma Federationist.

CALMNESS A POWER.

The most potent and beneficent forces are the stillest. The strength of a sequence is not in its adjectives, but in its verbs and nouns, and the strength of union men and unions is in their calm, meditative moments. In a time of noise and hurry and materialism the gospel of the still small voice is always acceptable.—Ex.

REAL PHILANTHROPY.

The best kind of philanthropy is that which helps people to help themselves. This great organized labor is their chief philanthropist. It cultivates self-dependence, self-efficiency and self-aspiration.

Higher Labor Standards and Progress

BY PRESIDENT GOMPERS, IN AMERICAN FEDERATIONIST.

The horrors of the European war fall like a pall upon the human race. The imagination is appalled that ages of civilization had made it impossible for men to kill fellow-men even in legalized warfare. The gruesome carnage and wastage, the spilled blood and arms, legs, heads torn from bodies, and the awful cries of the wounded, all distress. These compel attention because of their unsuitedness, though wrongs just as monstrous may not evoke a thought because they are habitual. But consciences that have been made sensitive by knowledge, appreciate the enormity of the wastage and dangers of peace. One of our great scientists, who has used his wisdom for humanity, Major General W. C. Gorgas, was privileged to be presentation of a gold medal for his services to humanity, with the following:

"The preventable mortality in this country is greater than the mortality caused by the European war. Thousands and thousands of persons die in America who would not die if sanitary methods which had been reached. Science knows that the chief cause of disease is poverty; that disease can never be eliminated so long as people are forced to live poorly and close together. We are endeavoring to do everything we can by educating the people. In Panama we were able to eliminate poverty. The government doubled our wages. Poverty vanished and with it disease."

Thus again the forceful declaration of this great practical scientist confirms the methods and the contentions of the organized labor movement. To be practical knowledge in the world is useless if men and women have not the means to live as they know they ought.

What practical profit to know the effects of poor food, and lack of proper clothing, if one is compelled to satisfy hunger; of cramped and unsanitary living rooms, if they have not the means to secure better; or the value of suitable clothing, if one must wear cast-off, ill-fitting, flimsy clothing; or the physical effects from proper heating if only a few lumps of coal constitute the week's fuel?

Protection from the deadly effects of over-fatigue and over-work; the right to leisure that only reasonable hours of services and admit of high standards of life, are the initial steps in securing physical health, which conditions development along all lines. Physical energy and power are the results of well-established causes and processes. The workers, whose lives are shadowed and narrowed by privations, know that efforts to secure higher wages are most potential for the betterment of conditions.

There is one agency that is working persistently and directly for better standards, wages, hours and conditions. It must be remembered that the labor union is the agency that with authority makes demands for the workers.

Employers do not agree to higher wages voluntarily—they keep for themselves all returns from production that are not disputed. The 10 per cent increase in wages which the steel corporation recently announced is evidence that corporation understood the meaning of trade movements all over the country. The United States Steel Corporation is among those industries that has profited greatly from the demand growing out of the European war. It has made big advances in the prices of steel and iron products. That corporation was recently reported to have announced a dividend of 10 per cent on common stock.

The failure of Youngstown Steel and Tube company to follow the astute policy of the United States Steel Corporation has precipitated industrial anarchy in that plant. The present losses are directly attributable to lack of industrial understanding.

The New York Times in its financial columns publishes this comment which, though cynical, is appreciative of the justness of the demand of the workers:

"The labor troubles which have developed in the steel trade are inconvenient, but hardly seem more than that at this time, and the example of the Steel Corporation seems to show, is in a position to assume readily a higher scale of wages."

The same article presents this economic analysis:

"Prosperity would almost necessarily be shortlived if labor derived no benefit in the shape of enhanced wages. It is accepted as a matter of course that prosperous times are times of relatively high prices for commodities, and it cannot be expected that the price of labor will remain stationary while the price of the product of labor advances 10 or 15 per cent.

"If a corporation could produce its product at depression prices and sell it at prosperity prices it would of course be making an abnormally large amount of money, but such a situation would result in some adjustment which would bring to a speedy end a situation that would be unsatisfactory from a stockholders' point of view but impossible from a practical point of view if the price of labor were increased, and no doubt a continuance of prosperity will mean that increases a practical certainty. It will be well to regard them not as the result of any one advance, but as the last wage increase last week, but rather as another proof of the improvement in the condition of labor and evidence in the improvement in the condition of the country as a whole, which is bound to express itself in the increase in commodity prices as not a bearish influence. They look for the continuation of a period which is of greatest advantage to the community at large."

From these two sources comes the declaration that high wages have a real and important relation to industrial, national, physical and financial well-being.

The labor movement, the standard-bearer of the workers, is the most important force in organized industry and commerce. Labor is the most important factor in production. It is a force that must be considered, recognized and dealt with because it is an integral, essential element in the organization of society.

FLAG RESTORED TO THE PACIFIC

A few months ago the press was filled with the wailings of the shipowners because the dreadful seamen's act had "driven American ships from the Pacific." As proof of this terrible happening was instanced the withdrawal of one of the Pacific Mail steamships. This, it was declared, was immediately due to the passage of the unfortunate measure which would, it was claimed, so improve the condition of the sailor under the American flag that he would cease to be—because no one could afford to hire him: consequently no shipping under the Japanese or Chinese in order that seamen of those nations might be employed at the current Asiatic scale of wages.

Gradually it leaked out that the Pacific Mail had been "forced" to sell at an enormous advance in the ordinary valuations of their antiquated vessels, and that the transaction was enormously profit by the deal. Still later it became apparent that the arrangement was in the line of a reorganization, and that most of the steamships would remain in the Pacific and would continue to fly the American flag and employ American sailors, at current American wages. Since then we have heard less about the necessity for the repeal of the seamen's act, but there has been surprisingly little said about the "restoration of the flag to the Pacific."

It is now quietly announced, as a mere matter of news, that "eleven additional freighters, manned by American crews and flying the flag of the recently reorganized Shipping Board, will begin steamship company are to be placed in the transpacific service between the Pacific coast and the Orient. The company will later operate two steamers between New York and San Francisco, through the Panama canal."

Almost simultaneous with this announcement, which comes from New York, local papers stated that the Pacific Mail flag will fly again in the transpacific trade after June 17, on which date the steamer leaves San Francisco for the Orient. When the steamships Ecuador, Colombia and Venezuela were brought a month ago, it was said that they were to be put in the Panama service in the Pacific but later this service would be extended later from the Canal to Callao.

The steamers which are to start the ball rolling are of 8,700 weight tons capacity. They have accommodations for 111 cabin and 30 Asiatic steerage passengers. All the cabins are outside, two-berth rooms, with beds on opposite sides of the cabin instead of the usual one over the other, as we are told. One feature is an open-air grill, something entirely new on this coast.

From which it would appear that the "flight of the Pacific Mail from the Pacific" was one of the blessings of the year 1915, and the withdrawal of a few more antiques, to be replaced by modern vessels, manned by men sailing under American conditions, would greatly add to the prosperity of the Pacific coast, and employ American sailors, at current American wages. Since then we have heard less about the necessity for the repeal of the seamen's act, but there has been considerable talk about the "restoration of the flag to the Pacific."

It is now quietly announced, as a mere matter of news, that "eleven additional freighters, manned by American crews and flying the flag of the recently reorganized Shipping Board, will begin steamship company are to be placed in the transpacific service between the Pacific coast and the Orient. The company will later operate two steamers between New York and San Francisco, through the Panama canal."

Almost simultaneous with this announcement, which comes from New

Who Can Define an Abnormal Person?

Penologists in recent years have fallen into the habit of making a separate classification for offenders who were hard to understand, and who could not be as "abnormal." Like most hard and fast classifications this one has reached the limits of his own understanding; that he can't make his own mind over it. The word reflects the humanitarian tendencies of the time, but is otherwise as great an evidence of mental blindness as the former exclusive application of "criminal" to every one, who, under any kind of circumstances, broke the letter of law. When a judge treats a prisoner as abnormal he generally does it because he has failed to see the motive of judging to his case the harsh letter of the law, and can't bring himself to act accordingly. Here is an amiable, well-meaning individual, who borrows indiscriminately from friends and neighbors, and finally gathers up the silver and steals away. Here is a man who has served years of his own interest, and for a series of grave offenses, but his whole outlook on life is as naive as a child's, and his code of honor, as far as it extends, is as rigorously observed as a Brahmans. There seems to be nothing abnormal in this case save as abnormal. In the sense that their views do not agree with the views of the men who make the laws and build and maintain the jails they are abnormal. Our ways are not our neighbors' ways. We do not live on a stage of civilization. A few centuries earlier it is they who might have been termed and who abnormal, the same may be said of centuries to come.

So what we really mean when we call a man abnormal is that he does not agree with us in certain notions which to us seem fundamental. He is out of the ordinary run, the norm. We try to define it, turns out to be nothing more than our personal standards. We outlaw those who do not conform to them because our standards happen to be those which prevail at the present stage of our society. They are not necessarily permanent standards. When a modern man goes to war he is very apt to throw overboard the most fundamental of them. He gets accustomed to killing as easily as he would kill a snake, to wade in it to the mud and going without baths. To the comfortable citizen at home, with his roast beef, his easy chair and his pipe, the mortality of the trenches is abnormal; to the old cannibalmen it was a normal way of living. To the trenches the man who won't fight, who won't commit murder, is the most despised of criminals.

It is quite possible that so-called abnormal people may look at the human race about as we look at them. What is regarded as a variation in the normal may be a variation in the direction which progress will take, that is toward a state in which the normal standards of mankind will be opposed to bad and foolish uses of property. Some human tendencies which seem abnormal are blind feelers put out to find the way toward a different kind of normality. Recent investigations have made criminal and abnormal. It was once abnormal and abnormal to accept interest on money.

Of course, abnormality, even in its most amiable aspects, can't be given a free hand. We can't let people come and in our premises whenever they like and take our things. But it is only reasonable to bear in mind that in a hundred, three or four hundred years we might be considered. We are governed partly by choice and partly by the simple process of agreeing with our own opinions.—San Francisco Bulletin.

FAVORS HIGHER WAGES

In a recent address before the Consumers' league, at Washington, Maj. Gen. W. C. Gorgas, surgeon general of the United States army, said:

"The appearance of yellow fever and malaria was due to special measures of mosquito destruction. But what later caused the marked decrease on all other diseases?

"We know that mosquito destruction cost little in the way of checking these diseases. We found we had on our hands another disease altogether, worse by far than either the yellow fever of malarial mosquito; namely, poverty.

"Our increase of wages tended to alleviate this poverty, and I am satisfied that as this measure of increase of wages yields a greater part of our success in general sanitation, as well as in yellow fever and malaria."

"I wish this great sanitary measure of increasing wages were more universally adopted. I am aware that it is impossible to be done in the United States by edict of government, as it was done at Panama, but I believe it could be done even more effectually by other methods."

In an address last summer Gen. Gorgas said:

"Add to the labor of man's wages from $1.5 to $2.50 a day, and you will find that in Panama the American thread of life by 15 years at least.

"The rich are over-eating. The poor are underfeeding. Both are contributing to short lives. But where overeating shortens the life of one person by years underfeeding shortens that of the life of ninety-nine. If we are to lengthen the average life, man must pay attention to the poor man."

MUST RELY ON THEMSELVES.

Workers must rely upon their own resources, energy and determination if they would rise. Legislation for the betterment of the lot of wage and long hours. They must be guided by experience and mistakes in the past if they hope to advance.—Ex.

UNIONISM INSPIRES.

The trade union movement incites the world to nobler deeds. It inspires sacrifices in times of trouble and distress, and leads to unity of workers for the elimination of industrial injustice.

Trade Unions Blaze Every Reform Path

In a recent speech to the Detroit Street Car Men's union, International President Mahon, of that organization, said:

"The trade union movement of the entire world is doing all that is being done to elevate, to better the condition of mankind. I say that without fear of successful contradiction. When you investigate the betterment of conditions you will find that it's the trade union movement that is behind it.

"Some years ago I had the pleasure to investigate conditions in Europe. In Germany I found splendid macadam roads and privately owned roads, but all of them built and kept in condition officially, especially those in line of work, they said it mattered not whether it was municipal, state or road. The trade union movement that improved conditions. Some of the municipally owned roads I found were not what others I found on the state owned roads of Germany the men were absolutely unorganized. In such cases the armies of Germany are whole divisions of specific service. Engineers and others, who would take control in time of trouble.

"In France I expected something different, because France is a republic. In Paris I found the only chance in condition some fine examples of trade unions and the continued efforts of the unions of Paris made better conditions.

"In Switzerland, one of the oldest republics on earth, I found to follow suit by political influence it would bring about changes. In Basel a splendid meeting with the mayor, together with the organization for the country was there. In Basel is a municipally owned road. They are kept by the men and not by the contractor, but through their union they made it a success.

"In Germany, in France in Great Britain, in America, the workers have first established eight hours and then made the laws accordingly. The trade unions have blazed the way. To the trade unions we owe more than to anything else."

Life and Limb Danger In Industry a Menace

The increasing danger to life and limb involved in the pursuit of industrial occupations has become an grave fact that the necessity of doing everything feasible to lessen the hazard of industrial employment limits is clearly evident. We are living in a constructive era. Articles are being manufactured in greater numbers and more persons are being employed in factories, mills and workshops.

The danger of human life and limb being exacted by modern industry has reached such startling proportions as to be a serious menace to our national welfare. That it is so recognized is evidenced by the increasing number of laws passed to protect life and health, and the marked tendency shown to fix the legal responsibility for accidents.—Harry C. Hoffman, in Wyoming Weekly Labor Journal.

SPIRIT OF UNIONISM NEEDED.

The labor union is an assembly of individuals. Unless its members are imbued with the spirit of unionism, how can the union prevail? A thousand geese could not produce one ostrich plume. A thousand members seeking only their own selfish interests could never build a labor temple.

Constitutions, resolutions, programs, propagandas and puerile paraphernalia will not bring success to the union unless union adherents.

The man who carries a union card be a unionist. He or who makes no effort to get others to join his union, or who does not attend his meetings, or his union without a good reason, or who shirks any duty he owes his union, or who fails to support his union, or who does not get the union kind, is as useless to his union as a goose in an ostrich farm.—West Virginia Labor Standard.

DON'T DISCUSS MOTIVES.

When you argue a case with a man don't deal too much with his motives. Just as soon as you begin to deal with motives you are undertaking a delicate task among the poisonous weeds and mud of party politics. Not every individual is governed by bad motives, let him alone. Even if he does have bad motives, under the sway of bad motives, where does it leave you? With a weakened path in human nature, and that is never to one's advantage.—Ohio State Journal.

Never be dismayed at the failure of your plans; find the reason, and attack the problem with stronger weapons next time.

AMERICAN FEDERATION OF LABOR

A Few of Its Declarations Upon Which It Appeals to All Working People to Organize, Unite, Federate, and Cement the Bonds of Fraternity.

1. The abolition of all forms of involuntary servitude, except as a punishment for crime.

2. Free schools, free text-books, and compulsory education.

3. Unrelenting protest against the issuance and abuse of injunction process in labor disputes.

4. A workday of not more than eight hours in the twenty-four-hour day.

5. A strict recognition of not over eight hours per day on all federal, state, or municipal work and at not less than the prevailing per diem wage rate of the class of employment in the vicinity where the work is performed.

6. Release from employment one day in seven.

7. The abolition of the contract system on public work.

8. The municipal ownership of public utilities.

9. The abolition of the sweat-shop system.

10. Sanitary inspection of factory, workshop, mine, and home.

11. Liability of employers for injury to body or loss of life.

12. The nationalization of telegraph and telephones.

13. The passage of anti-child labor laws in states where they do not exist and rigid defense of them where they have been enacted into law.

14. Woman suffrage coequal with man suffrage.

15. Suitable and plentiful play grounds for children in all cities.

16. The initiative and referendum and the imperative mandate and right of recall.

17. Continued agitation for the public bath system in all cities.

18. Qualifications in permits to build, of all cities and towns that there shall be bathrooms and bathroom attachments in all houses or tenements intended for habitation.

19. We favor a system of finance whereby money shall be issued exclusively by the government, with such regulations and restrictions as will protect it from manipulation by the banking interest for their own private gain.

20. We favor a system of United States government postal savings banks.

The above is a partial statement of the demands which organized labor, in the interest of the workers—aye, of all the people of our country—makes upon modern society.

Higher wages, shorter workday, better labor conditions, better homes, better and safer workshops, factories, mills, and mines. In a word, a better, higher, and nobler life.

Conscious of the justice, wisdom, and nobility of our cause, the American Federation of Labor appeals to men and women of labor to join with us in the great movement for its achievement.

More than two million wage-earners who have reaped the advantages of organization feel obligated to lend their moral and financial support to unite with them and participate in the glorious movement with its attendant benefits.

There are affiliated to the American Federation of Labor 108 international unions with their 50,000 local unions; 44 state federations; 703 city central bodies, and 513 local trade and federal labor unions having no internationals.

There is a body of volunteer and special organizers, as well as the officers of the unions and of the American Federation of Labor itself, always willing and anxious to aid their fellow-workmen to organize and in every other way better their conditions.

For information all are invited to write to the American Federation of Labor headquarters at Washington, D. C.

Wage-workers of America, unite!

What a Teachers' Union Can Do; Unity Has Made Gains Possible

Public school teachers in New York city believe, as do those in many other localities, that organization will be beneficial to the individual teacher and to the cause of education. Recently the New York teachers issued a pamphlet on this subject. It is entitled "What Teachers' Unions Have Done and Can Do" and is as follows:

That it can end the era of uncertainty regarding salary schedules and tenure of office.

That it can insure a living wage for the teachers, and thereby remove the need for aid in attaining about promotion for those whose rights are interfered with.

That it can lessen the physical limitations in the output of energy that may safely be expended by teachers.

That all matters in which teachers and pupils are concerned may be settled by referendum to the judgment of the teachers.

That it can insist upon the promotion of teachers and pupils solely on the basis of merit.

That it can demand that arbitrary and tyrannical methods of rating be abolished and that judgments of teaching ability be given by peers.

That it should be given direct representation on the board of education.

To answer the question as to what teachers' unions have accomplished here and abroad the leaders have drawn up the following list of points gained:

1. The teachers' unions have secured salary increases and have protected tenure of office.

2. They have prevented unjustifiable dismissals.

3. They have secured freedom from compulsory extraneous tasks.

4. They have obtained relief from excessive clerical work.

5. They have eliminated the arbitrary power of supervisors.

6. They have caused reduction in the size of classes.

7. They have given free advice and free legal support to members.

8. They have caused the adoption of rigid and unnatural classification of secondary and higher education, under the control of publicly elected officials.

9. They have secured the right of teachers to belong to official bodies in control of education.

10. They have brought about the extension and liberalization of courses of study.

11. They have caused the abolition of rigid and unnatural classification of pupils in the elementary schools, and have caused to be substituted flexible and natural classification on the basis of capacity and achievement.

12. They have reduced the pressure of study on very young pupils.

13. They have raised the standards of the qualifications of teachers.

14. They have striven to make it possible for teachers to develop their own standards of professional and civic conduct.

15. They have endeavored to secure the solidarity of the teaching profession and to extend its legitimate influence.

A WORD TO THE NON-UNIONIST

As an individual the workman is as helpless as a sapling in a tempest. He may say that he intends to work for whom he pleases for as many hours as he pleases and as long as he pleases, and he may feel that he has a moral right to do so, but he has not.

The only moral right he should know, as he will sooner or later, perhaps when it is too late, find out, is the right of his fellow-men to work for what he chooses to pay, and for as many hours as they desire.

Organized labor has been able, through united action and collective bargaining, to shorten the workday, raise wages, and in many ways improve the conditions of the worker; it has prevented reductions when it has made the homes better; it has secured better clothes, better food, more comforts and has made the shop, factory and the mine a better place in which to work.

Organized labor has been the fighting force in state legislatures and in congress for the passage of laws to protect the health of the workers; to take children from the mill and the factory and place them in school; to limit the hours of labor for women and children; to establish a living wage; to prevent the loss of lives and limbs; to safeguard the workers from injuries to body or health. It has done this and more, more than we can enumerate here.

Every time organized labor achieves a victory it not only raises the status of the union man and his family, but of the non-union man and his family as well. And on the other hand, when a non-union man takes another worker's place and crushes the union, it lowers the status of all workingmen, non-union and union, who share the degradation of labor.—Ex.

RADICALISM—WHAT IS IT?

Webster defines radical as pertaining to the root or origin; also, in modern politics, a person who advocates a radical change in existing institutions or laws; but in this, is there? The world would be better by far if more people went to the bottom of social questions before forming and giving utterance to their views. It is not the proper way to make conditions better for the whole people by attempting to overthrow existing institutions because some people hear what seems to them radical reforms advocated. Before attempting to do away with a thing, one should first endeavor to get to the bottom of the question, they condemn it and the one who advocates it. Both are wrong. In the end, they would, within themselves, admit that it is not the right way to proceed—they might not wish to see it made effective because of a belief that it would injure their own financial, political or religious position which they wish to maintain. This is purely a selfish reason, however, and in the end what benefits the great majority ultimately benefits the individual. Nothing but good can ever result from going to the root or cause of anything, of any question. Any reform offered that is not good for the majority will not be accepted, and accepted, will not be long maintained if the majority understand—if they study the causes. True education is radicalism. This is the reason some of the selfish big interests do not want the whole truth taught to the common people—to the masses. They know that study will lead to the truth in all matters, in affairs which will mean less of power to the few and more of power to the many—will result in greater equality for all the ways. The workers generally are seeking the root, or origin, or cause of all things—they are becoming radical, not destructive, but constructive.—Ex.

KNOW THEIR FRIENDS.

La Fayette, Ind., May 12.—"The nonunion man knows his friends," says the Painter and Decorator, in discussing the strike of unorganized cutters in the Stetson plant. "When he is in trouble, he always turns to union men for help. He realizes that his fellow workmen are as impotent as himself, and that his employer's friendship ceases whenever and wherever he differs with him. But in determining the conditions under which his work shall be done, the unorganized men and women employed by the notoriously unfair hat manufacturer, Stetson, have gone astray. They refused to strike. In their time of need they have appealed to the flattery union, although they have been one of the greatest hindrances to its progress. Like good union men the ladies have taken up the fight and rendered valuable assistance to assist these misguided unfortunates in their belated demand for decent treatment and a living wage—a measure of industrial independence."

AMERICAN FEDERATION OF LABOR
WEEKLY NEWS LETTER

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THINKING FOR OURSELVES

Time brings many changes. One of the most notable is the growing tendency of the workers to greater independence of thought. This is little observed by many who pride themselves on the possession of great wisdom and knowledge.

In former times the opinions of the higher educated were accepted as gospel by the masses. Now, the humanity, not the virtue; the false teachings, not the right teachings, of the higher educated and wealthy class have served to induce independent thinking on the part of the workers. The ready learning of the higher educated made the employer as the only party to the set of employment, their teachings a means of interference with existing conditions; their weak grasp of the everyday industrial situation and their visionary ideals have opened the minds of the workers and led them to think, plan and organize for themselves.

Where formerly fear, ignorance, indifference and inactivity marked the attitude of the workers toward their own interests they now have a deliberate object in view.

From the nebulous theories and visionary remedies with no visible form of relief they are steadily turning and becoming convinced of the necessity of live methods that can be practically applied to living issues, to every-day conditions with some hope of material betterment and burdensome conditions.

This study, discussion and reflection, this live form of every-day education and independent thinking has given to the workers their wonderful economic movement. In former times the opinions of the higher educated were accepted as gospel by the masses. Now, the humanity, not the virtue; the false teachings, not the right teachings, of the higher educated and wealthy class have served to induce independent thinking on the part of the workers. The ready learning of the higher educated made the employer as the only party to the set of employment, their teachings a means of interference with existing conditions; their weak grasp of the everyday industrial situation and their visionary ideals have opened the minds of the workers and led them to think, plan and organize for themselves.

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Unorganized Workers Have No Voice

An article in "The Black Diamond" of April 15 asserts that the trade union movement of labor only represents the organized workers, and assumes the role of championship for the unorganized, which claimine these to be in the majority.

The question arises, what are the hopes, the demands of the unorganized workers? "The Black Diamond" and other sheets representing the workers who hold that those who work for a living have not even the right to demand consideration of their needs, which can only be considered as their mouthpieces. It is only when the unorganized are driven to revolt that such papers as "The Black Diamond" recognizes their existence except as one of the raw materials, the commodities, needed by the employer. At present and when driven to revolt they, the "Bonbon" employes and even those workers who collectively demand a voice in the adjustment of their economic conditions.

The fact is, as "The Black Diamond" well knows, labor unorganized is not articulate, has no way to express its hopes for it, and has no way to voice its demands.

If the voice of organized labor is only the expression of the minority, it does not follow that these demands do not represent the interests of all the workers. On the contrary, the unions invite all of the workers to participate in their councils, and the campaign we are carrying forward for complete organization has the hope of aiding all to the possibility of their demands.

Labor in revolt is necessarily labor organized; no matter how crude, how reactionary. Labor may become desperate while the department of labor can, and does, compile statistics of the conditions governing the wage earners and trade. It is only when labor can express itself through its chosen representatives, and that pre-supposes organization, that labor or when in revolt, only possible through organization, that mutual understanding, that this or any body can in any way hope to receive an impression of the reasons for their discontent, their demands and aspirations.—United Mine Workers' Journal.

"The Union Did It," Say Missouri Miners

Miners' District Union, No. 15, (Joplin, Mo.) Western Federation of Miners, has issued an appeal to the zinc workers of that section to join the union, whose record of things done in the interest of all miners affiliate. These trade unionists say:

"Every miner in this district wants the things the union is striving to secure; if we were in the union there would be no question about establishing a minimum wage and a sliding scale that would give the miner a measure of prosperity. Both should be established. The miner's wages have not kept pace with the increased price of living. What will happen to them when the war ends and the price tumbles? Now is the time to prevent. Have you the power? Why not? You need the union and the union needs you. You must help. Join the ranks of organization—join with us and get them.

"Only a small beginning has been made in the way of enforcing sanitary laws, but more has been done since the wave of organization struck this district than in the five years before. The union did it. Let us complete the work. Let us heed the cry be a commodious change house with shower baths and clean pipes through the lockers of every mine; waterlines in all underground workings, and plenty of air.

"Breathing dust and powder smoke has sent thousands of Joplin miners to premature graves. Let it stop. The unions are inviting the mine inspectors to attend the meetings so that our grievances may be laid before them and redressed.

"In the discussion of the workmen's compensation law before the legislature the mine operators' committee urged that the miners were satisfied because they were unorganized. Don't let them say that reason again. You will never get anything until you are at least able to ask for it.

"Join the union, thereby helping to increase wages, hours, conditions, and thereby help to bring it to its highest possible efficiency.—Railway Federationist.

Trade Unionism is Based on Partnership

Trade unions are frequently referred to as a business concern in which every member is an equal partner. And this is absolutely true. They are based on a co-partnership affair and is the antithesis of a corporation. The latter is based upon an autocracy wherein the management and control is delegated to a board of directors who possess autocratic power, while the former is based upon a democracy wherein all power is reserved to the individual members comprising it.

The success of a corporation depends upon the successful operation of the directing head, while the success of a co-partnership depends upon the intelligence and activity of the individual member constituting the co-partnership harmoniously blended and working towards a given end. Without intelligent direction and harmony of effort demoncracy is a failure.

Trade unions are based upon democracy. They are voluntary associations of individuals having common interests. The success of a trade union depends upon the loyalty of its individual members, and in the same extent that one member shirks his duty or fails to do his part, in that extent the whole union suffers. The union man who thinks he has fulfilled his obligation to his union when he pays his dues, occasionally attends meetings or assists in the active work of his organization, fails to get all the good there is in unionism.

No matter how good or how efficient the officers of a union may be, unless they have the hearty support and full-set co-operation of all the members, loyally carrying out the policy of the union all the benefits that might be secured. It requires the active co-operation and united effort of all the members of a union to bring it to its highest possible efficiency.—Railway Federationist.

PASS FARM LOAN BILL.

Washington, May 12.—The senate passed the Hollis farm loan bill which provides for a system of rural credits. A somewhat similar bill has been reported by the house banking committee.

The senate bill provides for a non-partisan farm loan board to consist of the secretary of the treasury and four others, having general control of a farm loan system to be operated by banks, and through which loans actually would be made.

Each land bank would have a capital stock of at least $500,000, to be subscribed by the government if not taken by the public. The farm loan associations, formed by cooperative, made up of 10 or more farmers, who would obtain a charter in their district and limit a bank. A farmer desiring to become a borrower would be required to take stock in the farm association equal to 5 per cent of his loan; the loan association in turn would take an equal amount of stock in the land bank, which would appraise the security offered and make the loan through the association. On mortgages amounting to $10,000, a bank might issue a like amount of farm loan bonds, which would be secured for all it land banks.

All profits would go to the loan associations in dividends and thus to borrowers who are shareholders in them.

TO SERVE MARKET PROBLEM.

Harrisburg, Pa., May 13.—Plans for organizing farmers to secure more advantageous marketing conditions, particularly buying with the community center as the unit, were outlined by the state commission of agriculture today. The commission will work out some details for testing the suggestions.

The best methods of practices in other states will be adopted and organization started in Pennsylvania. It will encourage, especially in those districts where the question of marketing of products has been considered.

STRIKEBREAKERS STRIKE.

Boston, May 12.—The New York, New Haven & Hartford railroad has discovered that even strikebreakers will go on strike. Some of the strikebreakers brought here by the railroad company employed 130 of these "free and independents" to replace striking freight handlers, but the strikebreakers refused to work unless they were paid $2 for an eight-hour day. In order to break the strike they began picketing to induce other workers not to follow in their footsteps—break strikes.

Through the medium of the trade union, wage earner and employer meet on an equal footing.

New members are necessary to keep each organization progressive and active. Get a new member!

Social Insurance—Voluntary vs. Compulsory

Congressman Meyer London's joint resolution to create a commission to prepare a plan for the establishment of a national insurance fund was opposed by President Gompers at a recent meeting of the house committee on labor.

Nominally, the resolution purposed to investigate the subject of social insurance, sickness, and unemployment. President Gompers showed that the resolution was so drawn as to make it obligatory on the commission to favor predetermined findings, which include the "regularization" of industry and the establishment of industries and their maintenance by the government.

The commission would have no right to exercise their own judgment in the matter of reporting plans to alleviate existing industrial avrongs.

President Gompers submitted a substitute resolution providing for the creation of "a commission to inquire into the subject of unemployment, of disability and of sickness of wage earners of the United States and to what extent the government of the United States can aid, financially and otherwise, in the mitigation thereof by voluntary social insurance."

During the hearing the following excerpts of a discussion between President Gompers and Congressman London, taken from the official records, illustrates the wide gulf between the never satisfied trade union movement and the theory of government control of the workers' affairs:

Mr. Gompers—In section 2 of Mr. London's proposition or joint resolution, he says "it shall be the duty of the commission to inquire into the subject of the establishment and maintenance of a national insurance fund"—not to inquire into and to report and for congress to enact, but "it shall be the duty of the commission to prepare a detailed plan for the establishment and maintenance of a national insurance fund." And then, in the next line, line two, "out of which workers who shall need to be aided when involuntarily out of employment;" Think, sir, seven millions of workmen and the workers shall be it need—somebody. In other words, then, it is a matter like Kaiser Bill and the rest of the political klases are most profuse the aid may be most generous. How far that is to go and how much can be made to go in the establishment of a powerful autocracy is better left for the imagination.

But I was particularly interested, when I read Mr. London's original plan after Mr. Meeker the question, last Thursday, while Mr. Meeker was here—I am relying entirely upon my memory as to the verbal phrasing of the question—and said, "Mr. Commissioner, wouldn't you think that if the standard of wages were not paid, that that would constitute involuntary unemployment?"

Mr. London—Oh! we are mistaken, Mr. Gompers.

Mr. Gompers—I think when there is a question, not of veracity, but a question of understanding what the question was, an interruption will be permitted.

Mr. Keating—Yes; under the circumstances.

Mr. Gompers—I will ask to have Mr. London state the question as he remembers it.

Mr. London—As I remember it, it was this: I tried to draw a distinction between strikes which are the result of an attempt of an employer to reduce standards of employment, living and wages, and the unemployment caused by such strikes was characterisbal as involuntary unemployment, to live on, or is merely sufficient for that purpose, while the employer attempts to reduce his wage below the minimum necessary to live on, and the workers go on a strike and there is unemployment caused by such a strike as involuntary unemployment. That may be very difficult to distinguish, but my mind has been working on these things, and I am justified in making the distinction that I have made in the bill I addressed to Mr. Meeker.

Mr. Gompers—Suppose the question of a man getting $5 a day and striking for $6.

Mr. London—Yes, and testimony that $5 is the standard and is enough to live on.

Mr. Gompers—I do not know anything about that. You may think it is such a limit. I have no limit. I have no limit to the demands of workers upon society.

In essence, the question as I stated it was accurate. The standard of living and such standards may be threatened is not essential. In this question Congressman London has assumed that a man receiving $5 a day and striking for $6. But how about the man or woman who is receiving $4 a week and striking, who is working for a mere pittance, and strikes for an increase from $1.25 to $1.50 a day?

Mr. London—I would class that as a question of discrimination.

Mr. Gompers—There you are. It is a question of standards. It is a question of discrimination. It is a question of administration. And let me say this to you, when the poorest paid of the workers make a stand against determined conditions with—as a rule—others, like the Pharisees of old, passing on the other side and walk by on the other side. It is the militant man and woman who fight for their rights and the rights of those who are given support and aid to victory. It is the labor movement, the men and women who are organized, who hold out, help the poorest; and the explanation given by Mr. London as to his position does no great credit to his understanding of this subject, because it men have established a standard of life as a result of their organisation and their work and experience requiring $5 a day for the maintenance of themselves and their families, the question if they strike for a dollar more, knowing and believing that the employment and the conditions in the industry warrant it, they are as much justified in making that demand as the men who have been working for a long time for $1.25 or $1.50 a day. It is a question of principle.

Mr. London would like to have the $5 a day workman wait until the other workers are brought up to the level of $5 a day. They will not do it. They are not molded in that form. They are human beings. They have their aspirations and their hopes. They want better housing conditions for their wives and children. And the higher they are the greater will be their demand. The independence and the confidence that they have developed in their character and make-up demand that they have better conditions for which they are contending.

The whole scheme, the whole fault, the whole philosophy, represented by Dr. Rubinow officially, by the committee and by Mr. London as a representative of it, is that it contemplates the crushing of individual development, not opportunity for initiative, for voluntary action, but regimentation. Mr. London: These people have to have laws enacted to make the other people conform to their concepts and standards of conduct.

Who is going to determine what is involuntary unemployment? I am willing to say that if the record is searched you will find that Mr. London was not so long ago of the mind or was of the mind he, and Commissioner Meeker, professor of Princeton, was equally wobbly and unconvinced as to it.

It has been a constant struggle of the workers through the ages, to get the industrial and governmental agencies set off the throats of the workers and to break the gyves from off their wrists. It comes about only through the men and women, many of them good, wholesome men, noble, many of them led by sophistry as to the causes of the ills and as to the hopes for a better life, but willing to give the measure of labor to the juggernaut of government. The A. F. of L. has been attacked and ridiculed and misrepresented persistently in the face of the earth, and just by these people—not all, but officially, and severally by some of them. That is why, because the American trade union movement, the A. F. of L. refused to yield to the demand that it go into politics as an organization, that it go into politics in the interests of the working people. We advocate the principles and policies we may fight for it, but they will find a stout contender against them in each house and city. That is the only method to control the American trade union movement, and that is the great summital of our hopes.

The A. F. of L. and the American trade union movement is the most effective militant, democratic movement, entirely free from governmental interference, influence or control, that any other labor movement in the world. • • •

Section 4 of the resolution provides that it shall be the duty of the commission to submit a report and recommendation for the relief of unemployment by the "regularization" of industry. In other words, government has to regulate industry and, erge, regulate the work of the toilers. It shall be the duty of the commission, etc., "to submit a report, plans, and recommendations for establishing and establishing industries which are to be maintained by the government of the United States, etc." I do not know that it necessary that I should take any of the time of this committee to discuss this subject. • • •

In speaking of the federal government and the state governments, I want to say that I remember the twilight zone between the claims of rights and jurisdiction of the federal government and the state governments, and I have had to contend with it. • • • So far as duality of government can go in the establishment of insurance funds in which workers may insure and get the full benefit of honest administration with the least possible expense and the absence of corruption of funds and graft I am in favor of it. It is my belief that it can be administered under the authority of the government, mutual insurance based upon the voluntary action of the men and women of the labor world. We will see to it.

But I will no longer than it would take them, but we demand the right to decide our course. • • •

Emancipation of the working class depends upon the working class itself. But it would seem as exemplified in other things and by the proponents of this joint resolution, that the working class has nothing to do with it! This resolution ignores the working class absolutely. • • •

We believe in the democracy and the virtuousness of the people, of the man, rather than in the socialization and the strengthening of the governments. There has never been in the history of the whole world a government, called by any name that did not abuse the opportunity came, exercise injustice and tyranny. Government in itself is the embodiment of force. The force is the brutality and the democracy of the citizenship of the country that challenge and correct the injustice and tyranny in the government. • • •

Now, let me sum up in a few words. The American labor movement represents, stands for higher wages now and not in the sweet, bye-and-bye; for a shorter workday; for more safety to health, to life and limb; for better sanitary conditions of the workshop and the home, and for a better home and for a better life, promised land; for the life and opportunity of our children in the public school, the home, the playground and the sunshine, now; for a better life, better work, better workshop conditions, and better opportunities for the cultivation of the best that is in us, and all things that go to make up a better life for the workers. • • •

The wage-earners want such assistance as can be rendered by the organized labor body, but I give warning here and now, as I have felt impelled to do elsewhere, that the labor movement of America, the movement of America must quit: that the barracks on the labor movement must quit, or the people are standing guard to drop and drop hard. We want peace; we are willing to meet in co-operation, support and sympathetic assistance that anybody and everybody can give, but any group of people, however well intentioned, that undertakes to dominate the lives, liberty and freedom of the workers of America are going to meet the most fought with the same degree of intensity as any other element in society that undertakes to impose its will on the workers.

What the trade union movement has done for the betterment of the workers of America no people can tear away. There are some things that are fixed and cannot and no proof. One is that the sun shines despite awnings, parasols and fans; another is that lightning strikes in spite of all impediments; lightning strikes in spite of lightning rods to divert the electricity to the ground, and another is that the trade union movement, which has burned itself into the hearts and gratitude of the workers of America. If you want any proof of it go to Youngstown; if you want that proof go to Cleveland; if you want it men of this city; if you want any proof of it go anywhere you will, and you will find that proof. It is written deeply in the hearts and minds of the workers of new-found liberty, and a new-found freedom which the world never conceived before, and in addition there has been a redistribution of better work and better hours and better conditions of employment brought into the lives of the workers and all the toilers.

We want the investigation made, Mr. Chairman and gentlemen of the committee, as the resolution proposes we will maintained by the government of the United States, but I do not know that it necessary that I should take any of the time of this committee to discuss this subject. • • •

As a business institution advances and gains in power and influence more money is required for current expenses, and that money, as a rule, is freely forthcoming on the principle that the larger the investment the greater the net return. With the labor unions, however, that principle does not seem to apply, at least if we are to judge by the attitude of many union men.

To their minds, the larger and more influential a union has become the less it costs the lower should the running expenses be. They combat every attempt to increase the per capita tax on the assumption that such is not really necessary and that an organization of, for instance, 25,000 members can be run on the same monetary basis as a union of 5,000. In fact, they expect benefits entirely out of proportion to the per capita tax paid. They expect strikes to be financed, to advance organizing campaigns undertaken, and the business of the organization conducted in a manner approved in the smaller lines. Some there are who expect much more but they never stop to figure out in what way it is to be done, real miracle can be performed with the resources available.

These members do not realize that the spread of democracy and the demands of the industrial system of today have created responsibilities upon the labor unions and which differ from them. The unions have to meet conditions that were unheard of in the past, administration expenses are greater and strikes cost thousands where hundreds sufficed in former years.

It goes without saying, of course, that the prime asset of a labor union lies in a strong membership, united loyalty and the power to enforce what they are organized, but nevertheless, without a strong treasury to back them up, they make but little headway. Full, numerical power counts for much but in this it might. Adequate finances are essential if advances are to be made and the gains obtained in the past defended.

In order to gain results today we must put our organizations on a sound financial basis, and the labor organization in order to force ahead must be efficiently equipped to fight its battles. It allows of no delay, is needed for want of funds, while the members are standing idly by. The organization in higher wages and better working conditions, is a suicidal policy. Such organizations are a drag upon progress, and is dear in the long run.

The American labor movement is to fulfill its mission in the future, must be equipped to meet the new their attitude on the question of high dues. We must gain something of the methods of the successful business man, merchant who is enterprising enough to put more money into his business when it is necessary to do so, and look out for more. We must realize that the labor movement is the full benefit of our trade affiliation it is necessary for us to give as heartily and as freely as our resources will permit. We must adjust ourselves to the fact that a proportion of the large sums that are now being spent will have to be added to the union treasury if we desire to retain the advantages we have gained.—The Carpenter.

ALL WORK INCLUDED IN EIGHT-HOUR DAY

Austin, Texas, May 11.—Assistant Attorney General Taylor has ruled that the time a municipal teamster takes in preparing for a day's work must be included in his eight hours.

This question was referred to the state attorney by the county attorney of Johnson county, in which the city of Cleburne is located. In the construction and repairing of roads in that county teamsters were required to harness their horses, grease the wagons and do such other necessary preparatory work, afterwards driving to their work. After working for eight hours they were required to feed city barns and fed and cared for the horses, making nine and ten hours actually employed.

The attorney general rules that eight hours begins at the time an employe reports for work and ends at the time he is discharged, not including the time for noon rest. He also rules that the law prohibits working the horses, greasing wagons and going to the place of employment in the morning as well as returning to the barn, should be included in the number of hours worked in a day. The eight hours may exceed eight, says the attorney general, the state eight-hour law is violated.

"CHEAP LIVERS" AGAIN AT IT.

Chicago, May 11.—The scheme of beating the high cost of living by not eating has been revived again. Mr. L. Bradstreet, 3,000 miles from Chicago, one could live on a dollar a day, with 28 cents for meals. To prove this statement, he lived for a week and then revised her figures upward.

Now Mrs. J. H. McMurray presents the problem of cheaper living to newspapers. She shaves 15 cents from the daily cost figured by Mrs. Bishop and Mrs. Bradstreet, and can eat well on $5 a week, or 20 cents a day a person. Mrs. McMurray submits the following sample menu:

Breakfast—Barley, bananas, buttered toast, top milk, orange marmalade.

Dinner—Cabbage stuffed with meat, Spanish rice, lettuce, egg salad, crumb pudding, sterling sauce.

Supper—Cheese fonds, fried apples, chocolate sandwiches, tea.

New members are necessary to keep each organization progressive and active. Get a new member!

WAGES ARE TOO LOW

While 5 and 10 per cent wage increases announced in certain industries, have been pointed to as indicating the "unparalleled prosperity of American workers," if these wage increases were applied to every toiler, the rise would still be too low, according to this authoritative statement issued by the United States Public Health Service in its bulletin No. 76:

"When one takes into consideration the loss of working time for any cause, it has been found that during recent years the principal industries of the United States, between one-fourth and one-third of the male workers of approximately 21 years of age and over received less than $10 a week, from two thirds to three-fourths received less than $15, and only about one-tenth earned more than $25 a week. In textile manufacturing and some other industries the wage scale was much lower. Native born and older immigrant workers from Great Britain and Northern Europe secured somewhat higher weekly wages than did the newer immigrant workers from southern and eastern Europe. The wages of women workers were considerably lower than those of men. From two-thirds to three-fourths of women workers in factories, stores, laundries, and in industrial occupations generally earned less than $8 a week. Approximately one-fourth earned less than $5 a week and nearly one-half earned less than $6 a week."

TRADE UNION FINANCES

Employes Depend On Themselves In 8-Hour Demand on Railroads

Economic power is something with which to conjure; it is to be respected.

It is indeed significant that the railway brotherhoods are not only demanding eight-hour legislation but are demanding eight hours through their economic organizations and to retain their own control over the regulation of hours of work. Thus they will establish a new basis for industrial peace, for the railroads and for the general public, and at the same time prevent the possibility of any outside agency exercising power to regulate for them the hours of work.

The railroad managers are trying to confuse the issue. Among other questions they ask: Whether the railroads in responding to the present demand of the four brotherhoods should reduce the wages of others?

The railroad brotherhoods replied:

"Certainly not. The effect of wage increases to the four brotherhoods in the past has been to encourage increase in wages to all other employes whether or not they were organized. It is true that in the past two years the railroad companies have attempted to show that the increases secured by the employes who were organized prevented them from increasing the pay of employes who were not organized. The purpose of this contention has been merely to befog the main issue. The fact remains in evidence that no wage increases were given to the organized employes until they asserted every pressure at their command.

It is earnestly to be hoped that the necessity for a strike to secure for the just demands of the railroad men may be averted, but be it understood that the power to strike in a just cause and right depends upon his right and, if necessary, his willingness to strike.

An effort to modify, restrict or deny the right to strike is involved always in every control over industrial relations is in any way committed to the power of government.

When the government is concerned in a contract or employment it encourages the idea that to refuse to work is an act against the government. This is the greatest danger associated with any proposition to establish governmental power of regulation of the life character. It is a danger more fully recognized every day by the workers and all who study the tendencies and serious effects of governmental regulation and control of personal rights and freedom.

Certain metropolitan papers have been trying to associate this movement to inaugurate the shorter workday with propaganda activities, both within and without the railway brotherhoods. They have tried to create the impression that there are dissensions within the unions. This, of course, is in accord with usual tactics for the purpose of breaking up the solidarity of the effort. The shorter workday must and will be established by the railway workers, and the power that will establish it will be the trade union movement.

In all the world there is no such constructive institution making for justice, right, freedom and humanity, operating in the industrial field to secure for the workers their rights and demands for betterment as the practical, effective trade union movement.

The trade union movement is the movement that secures betterment in the lives and work of the toilers.

The trade union movement is the economic force that is rightly respected by employers and those who wish to exploit the workers. They know they have nothing to fear from spasmodic outbreaks of revolutionary prophets of millenniums, but they know they must contend against a real power when demands are made by an effective trade union, the members of which know their rights and are determined to secure them.

The American Federation of Labor maintains that the power to strike secures comes through their economic organizations and that this is the real force that makes for peace. The trade union position finds increasing favor and indorsement both among the workers and employers and those who were strictly different forces in development.

The railroad managers already expressed that the railroad men's demands may be secured without the stoppage of work even if necessary a strike can and must not be avoided, they may count upon the sincerest sympathy, co-operation and support of the A. F. of L. and the whole American Federation of Labor in their struggle for a glorious triumph.—President Gompers, in American Federationist.

MINERS MAKE GAINS THROUGH UNIONISM

Indianapolis, May 12.—Advances made during the year by organized coal miners is summed up in the following statement by President White of the United Mine Workers' union:

"With the signing of the anthracite agreement in Philadelphia, May 2, wage negotiations in the anthracite and bituminous coal fields are virtually concluded. Indianapolis is the home of persons affected by these wage negotiations will feel greatly relieved that they did not experience a strike and lockouts.

"The United Mine Workers of America has succeeded in effecting splendid settlements in both the anthracite and bituminous coal fields. The policy adopted at Indianapolis at the January convention of the international union providing for a strong stand at every meeting the negotiations has proved beyond all doubt the soundness of such a course.

"The settlement in the bituminous coal fields in addition to carrying with it substantial increases in wages provides for the universal mine run system, a fundamental principle which miners have been striving for for more than thirty years.

"In the anthracite settlement, the miners secured substantial increases in wages, recognition of the organization and the eight-hour work day. The anthracite miners for more than forty years have been contending for the establishment of the eight-hour day. The provision in the anthracite agreement inaugurating the eight-hour day and two hours' pay and an increase in wages, marks a notable achievement in the negotiations and affects 100,000 men and boys."

AN UP-TO-DATE "ECONOMIST."

New York, May 12.—James A. Emery, general counsel for the National Association of Manufacturers, recently qualified as an up-to-date "economist." In his address to the convention of the National Metal Trades association, he predicted—as others have—that a mighty industrial depression will be started after the present European war closes. He then assumed that workers will be required to submit to wage sacrifice during the past two years, will accept these conditions forever, and that the United States will have a great advantage in the struggle for markets.

Mr. Emery presented this doleful prospect to his sympathetic auditors:

"This nation faces war, not a sanguinary contest, but an economic contest, involving the industrial and commercial forces of the old world and the new.

"How are we to meet armies transformed into industrial organizations, the unskilled raised to the zenith of capacity, women employed in large numbers in special dexterity and excellence, and management trained under the pressure of war and loaned by a people disciplined in self-sacrifice and self-denial to exercise in the contest of peace the virtues they have manifested in the sacrifices of war? Are we to meet this with high wage cost, short hours and low efficiency? I think they will be answered with low wage costs, long hours and high efficiency."

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CIRCULAR No. 1 ENGLISH

Workers in the Iron and Steel Industry

ORGANIZE! REDUCE HOURS! INCREASE WAGES!

Hundreds of thousands of workers in the iron and steel industry are practically held in subjection by powerful and merciless corporations.

The wages paid make American standards impossible and workers are compelled to live in a poverty that shortens life, degrades manhood and destroys home.

Hours of labor range from ten to fourteen per day. These long hours sap the energy and vitality of low-wage workers, who become an easy prey of accident and disease, and vigorous men become physically broken down at an early age.

The sanitary working conditions are of the worst and preventable diseases are common. Authorities agree that the number of injuries and deaths are largely due to the unprotected machinery in these mills and to the brutal driving and speeding up by officials.

These conditions must be changed. The price being paid by toilers in blood, bone and self-respect, is too great for the mere chance to work under inhuman conditions.

The time to act is now! Crystallize the present discontent against long hours and low wages by joining with your fellows under the banner of the American Federation of Labor.

Organize, unite and establish the Eight-Hour Day in the iron and steel industry of this country!

Over two million men and women toilers are now organized under the American Federation of Labor. They comprise every industry, trade and calling—both skilled and unskilled.

Regardless of politics, color, nationality, religion or sex these toilers have united, reduced hours, increased wages, and protected life and limb in shop, mill, factory and mine.

Street sweepers and teachers, hodcarriers and cigarmakers, janitors and machinists, common laborers and printers, molders and building trades workers—these and others are united in one grand fraternity under the American Federation of Labor.

Workers in the iron and steel industry, you can change your life of drudgery and toil! The American Federation of Labor stands ready to help you organize and secure an eight-hour day, a living wage and improved working conditions.

Meetings will be held in your locality and you are urged to attend and join the union. Get in touch with the representatives of the American Federation of Labor who will confer with you and address meetings. Learn how to organize and how to use your collective strength.

Never before has there been such an opportunity to organize and improve conditions. If you would protect your own rights and promote your own interests, the time and opportunity is **now!**

Fellow workers, give heed. Let the spirit of unity and fraternity sink deep into your hearts and minds. Demand the Eight-Hour Day. Organize, Unite, Federate!

Fraternally,

Frank Morrison
Secretary, A. F. of L.

Sam'l Gompers.
President, A. F. of L.

Issued by THE AMERICAN FEDERATION OF LABOR. Headquarters: 801-809 G Street N. W., Washington, D. C.

CIRKULARZ No. 1 POLISH

Robotnicy W Zelaznem I Staliowem Dziele

ORGANIZUJCIE SIĘ! ZMNIEJSZAJCIE LICZBĘ GODZIN! POWIĘKSZAJCIE PLATĘ!

Setki tysięcy procowników w zeliaznem i staliowem rzemiosle są trzymani prawie w zupełnej podległości silnemi i bezlitosciwemi korporacjami.

Płatę, im dawaną, robi niemożliwym amerykański tryb życia i pracownicy są zmuszeni żyć w ubóstwie, które skraca życie, degraduje męzkość i rujnuje domowe ognisko.

Godziny pracy się liczą od dziesięciu do czternastu dziennie. Takie długie godziny zmniejszają energię i siłę życiowę źle opłacanych robotników, którzy lekko sie robią ofiarami nieszczęsnych wypadków i chorób i silni męczyzni stają sie złamanemi fizycznie jeszcze w młodem wieku.

Sanitarni warunki w pracowniach są jak najgorsze i lekko uniknione choroby zdarzają się często. Władze sie zgadzają że wielka liczba nieszęsnych wypadkow i smierci ma byc w największej części przypisanea do nie protegowanej maszyneryi w warsztatach i brutalnemu napędzaniu i wymaganiu urzędnikow.

Owe warunki muszą być zmienione. Koszt, opłacany pracownikami krwią, kośćmi i własną godnością, za wielki na zdobycie jedynie sposobności pracować w nieludzkich warunkach.

Czas teraz do czynienia! Krystalizujcie terazniejsze nieukontentowanie z powodu długich godzin i pracy małej opłaty zjednoczeniem się z waszemi współrobotnikami pod sztandarem Amerykańskiej Federacji Pracy.

Organizujcie się, zjednoczajcie się i urządcie dzien pracy w ośm godzin w żelaznem i staliowem dziele w tym kraju!

Więcej od dwuch miljonu ludzi, męszyzn i kobiet, są teraz zorganizowani pod Amerykańską Federacją Pracy. Oni należą do wszelkiego fachu, przemysłu i zawołaniu—wprawnych w swym dziele i niewprawnych.

Nie zważając na polityke, kolor, nacjonalnośc, religiję albo pół tych pracownikow i pracownic, oni sie zjednoczyli, zmniejszyli liczbę godzin i zabezpieczyli życie i zdrowie w warsztatach, fabrykach, szopach i kopalniach.

Zamiatacze ulic i nauczyciele, ci co noszą na barkach kosze z materjałami i co robią cygary, szwajcarowi i maszynisci, proste robotnicy i drukarze, foremnicy i budownicy—ci wszysci i inni jeszcze są złączeni w jedno duże bratstwo pod Amerykańską Federacją Pracy.

Pracownicy zelaznego i stalowego dzieła! Możecie zmienić swoje ciężkie pracownicze życie. Amerykańska Federacja Pracy gotowa dopomoć wam zorganizować się i otrzymać pracowy dzień w ośm godzin, opłatę, która da możliwość żyć, i lepsze warunki pracy.

Zebrania będą w waszej okolice i wy jesteście proszeni brać w nich udział i zaliczyć się do naszego związku. Poznajcie Przedstawicieli Amerykańskiej Federacji Pracy, którzy będą z wami rozmiawiać i mieć mowy przy zebraniach. Uczcie się jak się organizować i jak używac waszę kolektywną siłę.

Nigdy jeszcze nie było takiej okazyi dla organizacji i polepszenia waszych warunkow. Jeżeli checie protegować swoje prawa i polepszyć stan, teraz nadszedł do tego czas i sposobność, **teraz!**

Bracia Pracownicy! macie bacznosc! Niech duch zjednoczenia i bratertwa wsiąknie głęboko do waszych umysłów i serc. Żądajcie dzień pracowniczy w Osm Godzin. Organizujcie się, zjednoczajcie się, federujcie.

Wasz pobratsku

Frank Morrison
Sekretarz Amerykanskiej Federacji Pracy.

Sam'l Gompers.
Prezes Amerykanskiej Federacji Pracy.

Wydane przez Amerykanske Federację Pracy, Główna Kwatera 801-809 G Street N. W., Waszyngton, D. C.

1 SZÁMU RÖPIRAT HUNGARIAN

Munkások A Vas És Aczél, Iparokban

SZERVESZKEDJETEK! KÖVETELJETEK RÖVIDEB MÚNKA ORAKÁTÉS MAGASAB FIZETESL

A múnkások a vas é aczél gyárakban száz ezreivel kenytelenek tengódni nyomorultan és lenyomva a kiméletlen társaságok által, a jelenlegi heti bér melyben részesültök hitvány és nem felel meg as Amerikai eletmodoknak.

Azaz emberiesen élni, ruházni, es tiszta egészséges lakást tilt, Enek az eredménye nem czak az hogy nem vagytok képesek rendes családi életet élvezni hanem viszahuzot nyomornet helyzetekben sok izben korán elhaltok. Jelenleg tiz és tizenégy orákat dolgozrök napontu.

E sok és hoszú orák szopolyozak verün, ket es rontja egészségünket enek után könyen áldozatul esünk mindenféle betegségeknek és szerencsétlenségeknek. Edzet és erös emberek még fiatal korukban letörnek, mert az egészségügyi viszonyok igen hiányosak, es a legroszab betegségek napi renden vannak.

Szak értök egyértelmücu kimondják hogy sok szerencsétlenségek csak azért történek mert hiányos fedezék vanak a gépek körül és gépek felet, és a brutális tulhajtás a feljebvalok által.

Ezen a viszonyokon muszáj változtatni, a munkásoknak a jutalmuk a jelen viszonyok közt a következö, Czonka test tagok, viszamarad árvák és soknak örökös betegség e embertelen hánás modnál.

Az idö it van most. Segitsetek ezen viszonyoknak véget vetni, és csatlakozatok az American Federation of Labor zászlo alá.

Szervezkedjünk! Egyesuljünk és határozunk egy nyolcz orásmunku napot az amerikai vas és aczél iparokban.

Töt mind két miliö nö és férfi múnkások szervezkedve vanak az American Federation of Labor zászlo alat és befogjak a különféle ipar ágakat, iparost, és napszámos, tekintet nélkül egyesültek, nem let igenyben véve a politika volás, vagy nemzetéség, hanem egyesültek és megróviditétek a mimka idöt, magasab béreket, és job viszonyokat nyertek a múnkásonak.

Utcza seprötköl kezdoe a legmagasab iperágok tartoznak és együt dolgoznak és harczolnak az American Federation of Labor alat.

Múnkások a vas és aczél gyarákban! Hozatok job viszonyokat családotokva nézve az American Federation of Labor minden izben segitségetegre lesz hogy a nyolcz orai múnka nopot elérhesétek, jo fizetés, job viszonyok melet, és mindenkor szolgálatkész a szerveszkedésrevalo tanácsot nyujtani.

Gyülések lesznek tartva helyiségtekben, TEHÁT FELVAGYTOK KÉRVE, mindanyian ezeken a gyülésecken meg jeleni és csatlakozni. Menjetek és ismerkedjetek meg a tisztviselökkel az American Federation of Labor, akik a legnagyob készségel megadják a kellö felvilágositást hogy kell szervezkedni, és hogy kell felhasználni az erötöket job életben részesülni.

Soha nem volt még olyan alkalom szerveszkedésre és a múnka viszony meg javitására. Ha akarjátok bisztositani a magatok javát.

MOST van az ideje múnkas testvérek halgasatok reám, egyesüljetek szervezkedjetek mind testvérek. Gondoljatok még a dolgot komolyan és vésétek szivetekben mert csak is igy boldogúlhatok és elfogjátok érni a nyolcz oral múnka nopot.

Szervezkedhetek, Egyesüljetek, követjetek,

Tisztel a munkások vezetosége.

Frank Morrison
Sekretar, A. F. of L.

Sam'l Gompers.
Az American Federation of Labor Elnök.

Kiadja az American Federation of Labor, központja: 801-809 G Street N. W., Washington, D. C.

CIRKULÁR ČISLO 1 SLOVAK

Robotnici U Železnej I Stalovej Industrji

UREDITI SI! ZMENŠAJTI HODINI PRACI! ZBIČŠAJTE SVIJ ZAROBEK!

Sotki Tysiači delavcov u železnej i stalovej industrji jest u nevoli silnih i bezserdečnih korporacji.

Mezda, robotnicom placana, ne pozvolit žyti na Americki stav, a žyti v krajnij nuždi, ktere zmenšajit žyvot i rujnujit dom.

Hodini praci 10 libo 14. Tak dolgi hodini zmenšaju energje i sili robotnicov a robit stajit si bezsilni i tratit zdorove i sili u mali čas.

Sanitarni pogoji robotnicov najgorši i od teho mnogokratni nezhodi, duže bolesti kai možete uniknut'. Urednici do teho zcilajut nešcastilivi vypadki po fabrykach i smerti od nezaščytnih mašyn i gladovnosti, samosilji i brutalnosti gospodarov.

Ti stav treba zmenit'. Robotnici placajo svemi krevim i kostmi za pravo dielati u neludzkih pogojiv a te mezdo za drohe.

Cas je ako na dielanie! Krystalujti sve nevgodovanje za dluhe hodini i male mezdo, svežati se z vašemi bratami-robotnicami pod standarem Americkej Federacji Praci.

Urediti si, svezati si i dostanete len 8 hodin denné u železnej i stalovej industrji u v te kraini.

Bolše ak dva milioni robotnikov jest urejeni pod Americkej Federacji Praci. Oni należut do všeki roboti, premisla i delovnictva,—izurjeni libo prosti.

Ne ohladajte na polityki, Carvi, veri libo narodnosti tih robotnikov i robotnic, zorganizovali si, pomanšajilsve hodini denné i zaverili žyvot i zdorove na fabrykah, šopah i kopalniah.

Uličnici zamiataci i učycieli, i ktere noso kole na barkah i cygarnici, dvornici i mašynisci, prosti robotnici i pečatnici—ti vse I druhi so urejeni v jedine duže bratstvo pod Americkej Federacji Praci.

Robotnici u železnej i stalovej industrji! možiti polepšit sve trudne robotnicy stav. Americka Federacja Praci hotit pomoci vam zorganizovati se i dostat 8 HODIN Praci Denné, mezdo ktere zadostno na americke živlenje I lepši pogoji delavske.

Shromaždenie budu u vaši okolici, i prid'te i svežate si do našeho zveza. Poznajti urednici Americkej Federacji Praci, kteri budu z vami rečnit' o terajšom stave robotnictva. Učite se ako organizovati se i potrebiti vaše urejeni sili.

Čas je ako najlepši do urejenia i lepšenia vaših pogoji. Ako želejete obranit' sve pravice i podpirati koryst sve, čas i moci nato teraš, ČAS TERAŠ!

Brati robotnici. Tovarsi—delavci, glejte! Naj duh bratinstva in edinstva padi globoko u vaši serce in duše. Organizujte se, edinite se.

Bratovsko vas

Frank Morrison
Secretar Americkej Federacji Praci.

Sam'l Gompers.
Predstojnik Americkej Federacji Praci.

Isdate od Americkej Federacji Praci Generalqvartir 801-809 "G" Street, N. W., Washington, D. C.